

TABLE OF SERVICE OFFERINGS

	Awareness	Strategy	Implementation
Goals	<p>Equity and inclusion learning to develop:</p> <ul style="list-style-type: none"> Shared language around equity and inclusion Awareness of how these concepts are relevant to and show up in your context Identification of opportunities for equity and inclusion in your context 	<p><i>Everything included in Awareness tier, plus:</i></p> <p>Strategy conceptualization to:</p> <ul style="list-style-type: none"> Identify impactful areas for strategic change Use learnings from the Awareness stage to craft context-specific plans for action 	<p><i>Everything included in Strategy tier, plus:</i></p> <p>Strategy operationalization and implementation by:</p> <ul style="list-style-type: none"> Using qualitative and quantitative research methods to test and re-evaluate assumptions Integrating organizational change theory to identify tailored action steps Co-creating recommendations and operational support to implement action steps
Services: Individual Leader	<ul style="list-style-type: none"> Document review and analysis Individual IDI debrief with recommendations for continued learning and development 	<ul style="list-style-type: none"> Secondary data analysis (data you or your organization has already collected) Final memorandum with clearly defined action steps to support your personal development as a leader 	<ul style="list-style-type: none"> Peer feedback sourcing (survey of up to 10 peers or interviews with up to 3 peers) to identify key learning areas and opportunities for growth in the context of previously identified action steps Final memorandum with clearly defined action steps to support your development as a leader, specific to the context of your team environment and broader organizational strategy
Services: Leadership Team (up to 10 team members)	<ul style="list-style-type: none"> Document review and analysis Group IDI debrief with recommendations for continued learning and development 	<ul style="list-style-type: none"> Secondary data analysis (data your organization has already collected) Final engagement memorandum offering key insights into organizational strategy 	<ul style="list-style-type: none"> Primary data collection and analysis (survey + up to 10 interviews) Final engagement memorandum offering key insights into organizational strategy, as well as a plan for implementation and operationalization Tailored recommendations for technical assistance and other support to implement the plan
Toolkit	<ul style="list-style-type: none"> Qualified IDI administrators with competency in conveying key DEI terms and how they support your organization's goals Facilitation and coaching rooted in learning sciences and adult development theory 	<ul style="list-style-type: none"> Expertise in developing action-oriented recommendations from integrated analysis of quantitative and qualitative data Up-to-date knowledge of and facility with the scholarship and best practices in organizational behavior and organizational change 	<ul style="list-style-type: none"> Expertise in quantitative and qualitative data collection (interviews, focus groups, and listening sessions) Operational support, including short- or part-time program and process management services Knowledge of and facility with DEI platforms and tools, including pulse survey platforms and learning management systems